



# BIOGRAPHY



**UNITED STATES AIR FORCE**

## **NORMAN JACOBSON**

Norman Jacobson serves as the Director, Air Force Alternative Dispute Resolution Program in the Office of the Deputy General Counsel for Contractor Responsibility and Conflict Resolution, Washington, D.C. In this position, he shapes Air Force policy on alternative dispute resolution (ADR). Specifically, he directs the Air Force ADR Program for Workplace Disputes, developing and managing implementation of Air Force ADR policy and procedures in discrimination complaints, employee grievances, and other Air Force workplace disputes. Mr. Jacobson returns to the staff of the Air Force General Counsel after serving on the Joint Staff as an International Security Policy-Military Strategic Planner (Conventional Arms Control Treaties) in the Strategic Stability Deputy Directorate. He served on the Joint Staff as part of his participation in the Defense Senior Leader Development Program, from which he graduated in April 2013.



Mr. Jacobson is a retired Air Force Judge Advocate with various military assignments including wing-level staff judge advocate, deployed staff judge advocate and Area Defense Counsel. He was the second judge advocate competitively selected to attend the School of Advanced Airpower Studies, receiving a master's degree in Airpower Studies. His military decorations included the Meritorious Service Medal with three oak leaf clusters.

Mr. Jacobson is married to the former Laura Carlan of Ft Leavenworth, Kansas. They have three children; two sons, Bennett and Nathaniel, and a daughter, Emma.

### **EDUCATION:**

2013 Graduate, Department of Defense Senior Leader Development Program, Washington, D.C.  
2012 National Security Senior Manager's Course, The George Washington University, Washington, D.C.  
2012 Master of Science Degree, National Security Strategy, National War College, Ft McNair, Washington, D.C.  
2001 Graduate, Air War College (Correspondence), Maxwell Air Force Base, Alabama  
1997 Master of Science, Advanced Airpower Studies, Air Force School of Advanced Airpower Studies, Maxwell Air Force Base, Alabama  
1987 Juris Doctor, *Cum Laude*, Stetson University College of Law, St. Petersburg, Florida  
1982 Bachelor of Science Degree, *Summa Cum Laude*, General Business Administration, University of Central Florida, Orlando, Florida

### **CIVILIAN CAREER CHRONOLOGY**

2015 – Present, Director, Air Force Alternative Dispute Resolution Program, Office of the Deputy General Counsel for Contractor Responsibility and Conflict Resolution, Washington, D.C.  
2012 – 2015, Policy-Military Strategic Planner, International Negotiations Division, Deputy Directorate for Strategic Stability, Strategic Plans and Policy, Joint Staff J-5, Washington, DC  
2011 – 2012, Student, National War College, Ft. McNair, Washington, DC  
2009 – 2011, Assistant Deputy General Counsel (Dispute Resolution), Office of the Air Force General Counsel, Washington, D.C.  
2008 – 2009, Director, Air Force Workplace Alternative Dispute Resolution (ADR) Program, Office of the Air Force General Counsel, Washington, D.C.  
2007 – 2008, Director, Equal Opportunity and Alternative Dispute Resolution Programs, 37<sup>th</sup> Training Wing, Lackland Air Force Base, Texas  
2005 – 2007, Director, Alternative Dispute Resolution Program, 37<sup>th</sup> Training Wing, Lackland Air Force Base, Texas

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**AWARDS and HONORS:**

Chairman of the Joint Chiefs of Staff (CJCS) Joint Meritorious Civilian Service Award, 2015

Chairman of the Joint Chiefs of Staff (CJCS) Joint Civilian Service Achievement Award, 2014

Department of the Air Force Exemplary Civilian Service, 2012

Department of the Air Force Exemplary Civilian Service, 2008

Air Force Distinguished Equal Employment Opportunity Award (Complaint System Category), 2008

37<sup>th</sup> Training Wing Staff Agency Civilian of the Year, Lackland Air Force Base, Texas, 2007

Air Force General Counsel ADR Workplace Dispute Award (Large Organization), 2006

(Current as of 22 May 2015)